

The Commonwealth of Pennsylvania Information Sharing and Advisory Committee (ISAC) Recommendation #7: Develop and Support Qualified Staff

Certification Through The E-Badge Academy



Making a world of difference
in people's lives

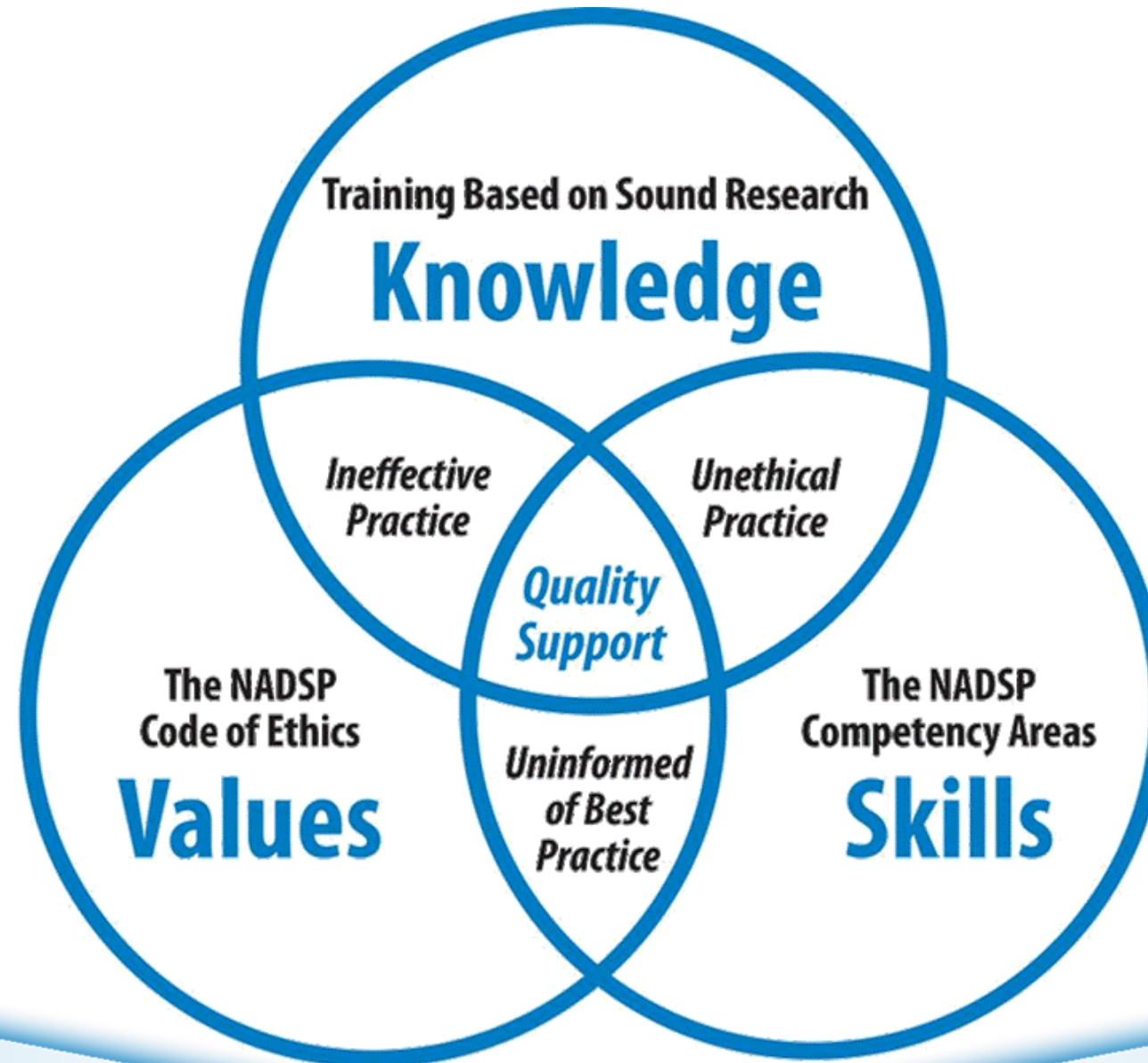


Joseph M. Macbeth
President and CEO

“Quality is defined at the point of interaction between the staff member and the individual with a disability.”

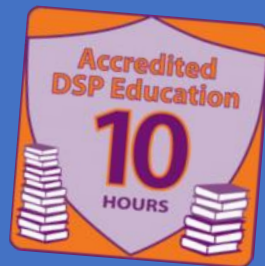
John F. Kennedy, Jr. (1996)

Framework for the E-Badge Academy





NADSP E-Badge Academy



To avoid any misunderstandings...

The NADSP E-Badge Academy is **not a training program**. There are no videos. There are no tests.

It is a **certification program** primarily based on the application of knowledge, skills and values on the job.

Organizations participating in the E-Badge Academy must have access to an NADSP-accredited training program.



KNOWLEDGE: NADSP Accredited Training Programs

For Direct Support Professionals:

- The College of Direct Support (CDS)
- Relias
- Open Future Learning
- The U.S. Department of Labor (DOL)
- DSPaths (Ohio)
- North Dakota Community Staff Training Program
- ARC Broward PATHS Certificate Program
- The Academy for Direct Support Professionals (Texas A&M)
- Star Services
- Human Services Credentialing Program (Massachusetts)
- NADSP-Produced Curricula and Training
- Optimae LifeServices

KNOWLEDGE

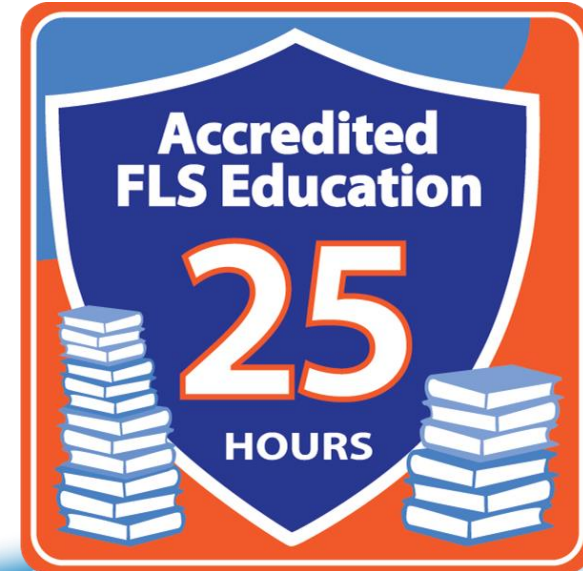
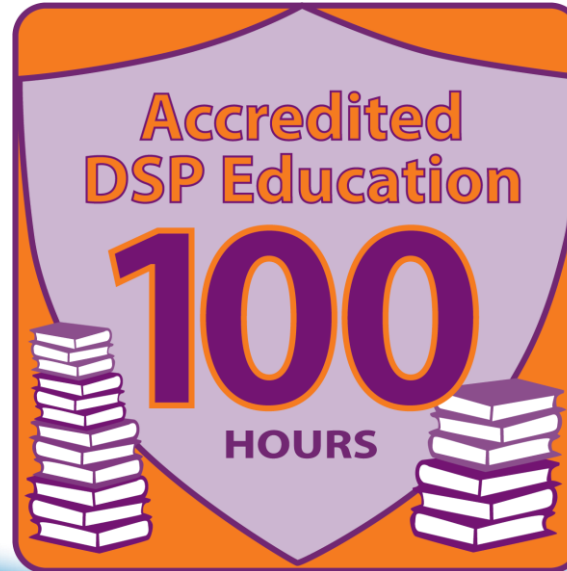
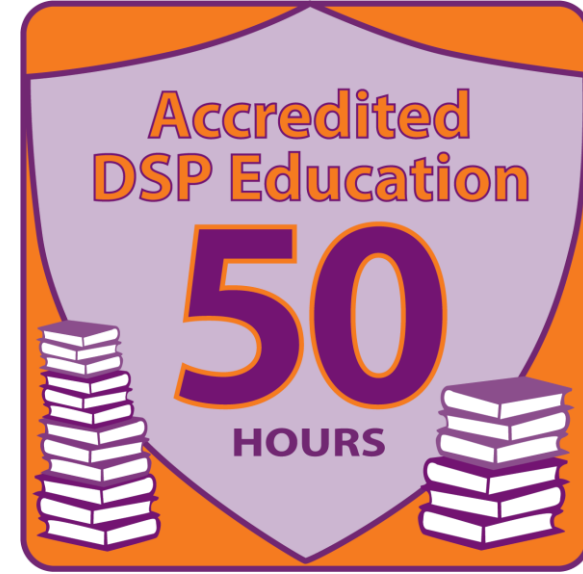
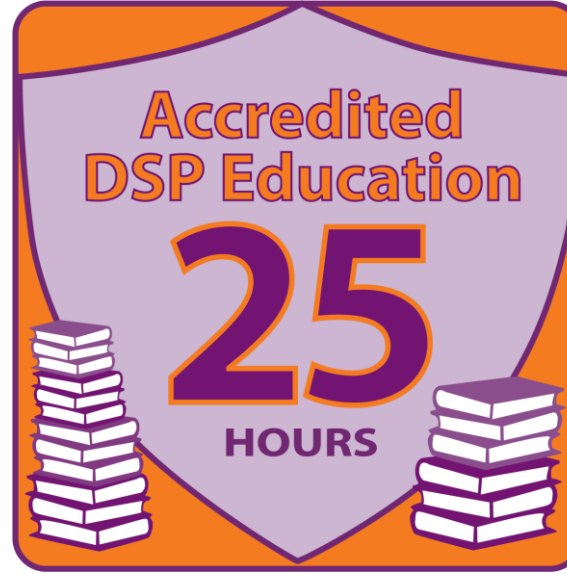
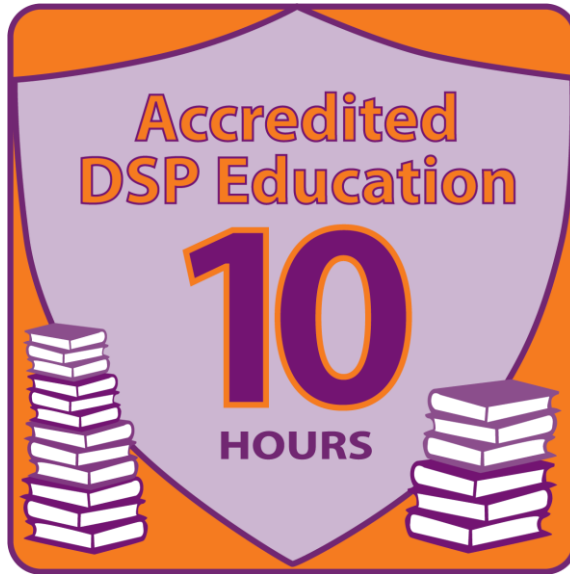
Training Based on
Sound Research



The NADSP E-Badge Academy is designed to encourage participating DSPs **complete NADSP-Accredited trainings** and to **use the information gained through training** in their work.



Accredited Education badges



SKILLS: The CMS Core Competency Areas

Area 1: Communication

Area 2: Person-Centered Practices

Area 3: Evaluation and Observation

Area 4: Crisis Prevention and Intervention

Area 5: Safety

Area 6: Professionalism and Ethics

Area 7: Empowerment and Advocacy

Area 8: Health and Wellness

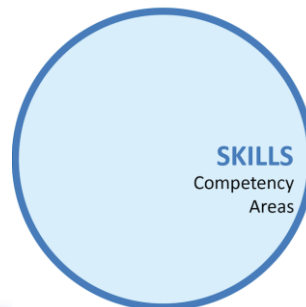
Area 9: Community Living Skills and Supports

Area 10: Community Inclusion and Networking

Area 11: Cultural Competency

Area 12: Education, Training and Self-Development

These are cross-sector competencies recognized by the Centers for Medicaid and Medicare Services (CMS).



Anatomy of a Competency

Area 7: Empowerment and Advocacy

The DSW provides advocacy, and empowers and assists individuals to advocate for what they need.

The Direct Service Worker:

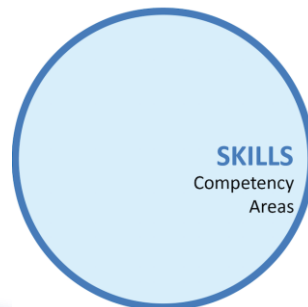
- a. Helps the individual set goals, make informed choices, and follow-through on responsibilities.
- b. Supports the individual to advocate for him or herself by encouraging the individual to speak for his or her self.
- c. Supports the individual to get needed services, support and resources.
- d. Assists the individual get past barriers to get needed services.
- e. Tells the individual and his or her family their rights and how they are protected.

Overall
Competency
Language

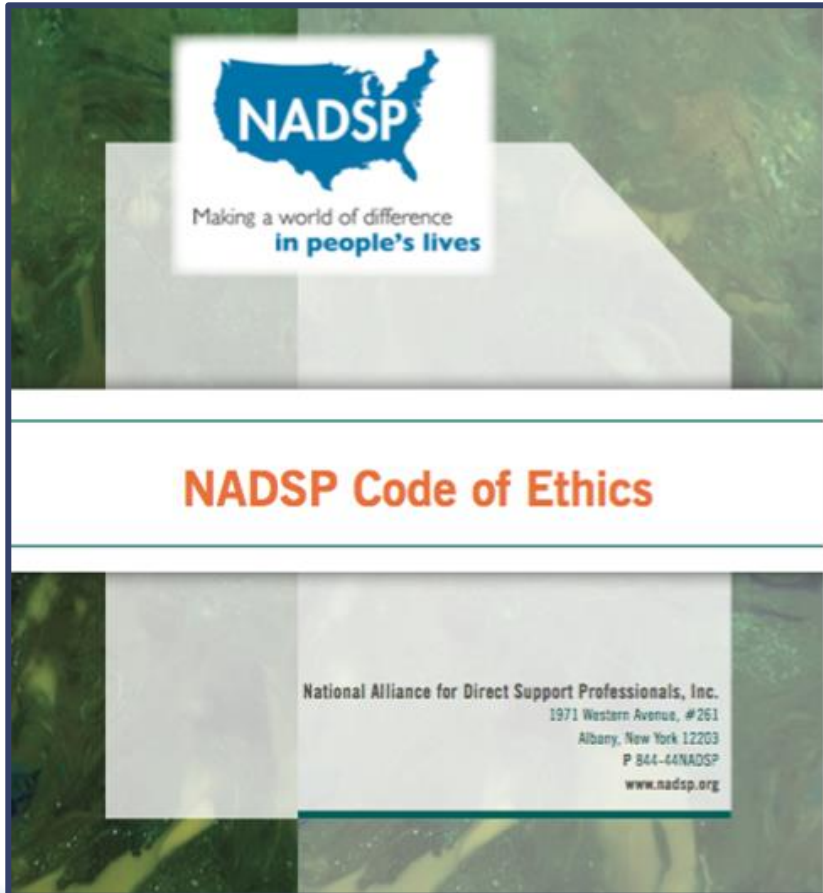
Skill
Statements



The NADSP E-Badge Academy is designed to help each participating DSP to be **aware of their own unique skill set.**



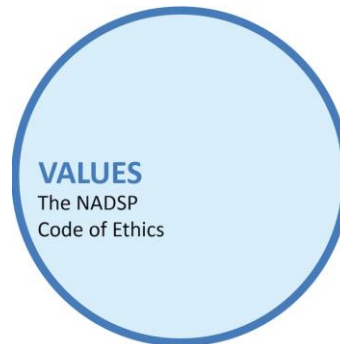
VALUES: The NADSP Code of Ethics



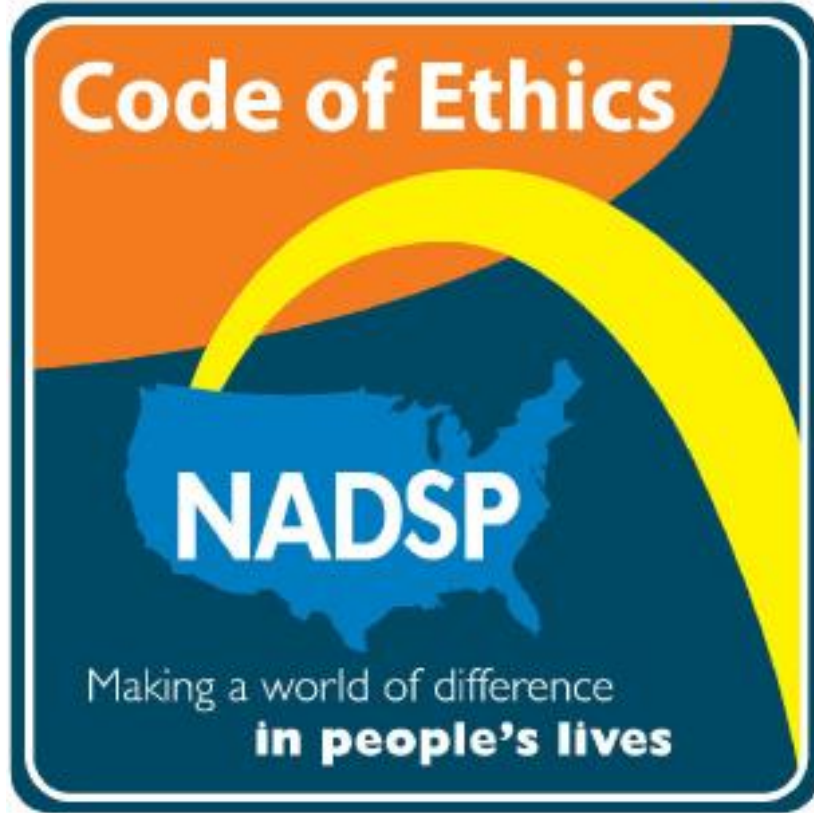
Nine Tenets of The Code of Ethics

- Person Centered Supports
- Promoting Physical and Emotional Well-Being
- Confidentiality
- Self-Determination
- Integrity and Responsibility
- Justice, Fairness and Equity
- Respect
- Relationships
- Advocacy

The NADSP E-Badge Academy is designed to help DSPs become accustomed to **referring to** the NADSP Code of Ethics, **reflecting on** their work, and **making connections** between their work and the language of the Code.



NADSP Code of Ethics Commitment badge

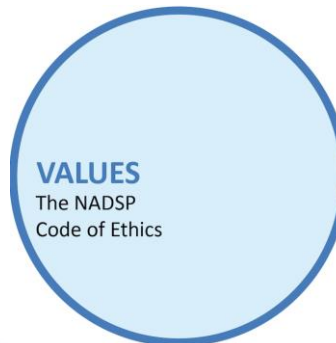


By earning the Code of Ethics Commitment badge, you will demonstrate the following:

- Your agreement to provide services in line with the NADSP Code of Ethics.

This badge is part of the Professionalism and Ethics CMS Core Competency.

The Code of Ethics Commitment Badge is a prerequisite for all other badges in the NADSP E-badge Academy.



2 Major Badge Categories for DSPs



Accredited Education badges focus on Knowledge.

To claim an Accredited Education badge, a user must upload *training records* documenting the completion of NADSP-accredited training.



Core Competency badges focus on Skills and Values.

To claim a Core Competency badge, a user must upload a *testimonial* describing an example of their work that meets the requirements for the badge.



Respectful Communication badge



By earning Respectful Communication, you will demonstrate the following:

1C. Communicates with the individual and his or her family in a respectful and culturally appropriate way.

This badge is part of the Communication CMS Core Competency. It also aligns with the NADSP Competency Area of Communication.

Respectful Communication badge



In writing your testimonial for Respectful Communication, you must address the following prompts:

- 1. Describe an example in which your use of respectful communication had a positive impact on a person you support.**
- 2. Explain how your use of respectful communication aligns with the NADSP Code of Ethics.**

Respectful Communication testimonial example

I was working with a gentleman who was born in another country. Most of the DSPs did not know how to pronounce his given name, instead they called him Dude. He tried time and time again to teach the DSPs how to pronounce his name, yet the other DSPs in the house continued to call him Dude. When I came to work with him, I noticed how important it was for him to have his given name pronounced correctly. I took the time to work with him, I talked with his parents, and was soon able to pronounce his name. It took a little extra effort, but I could tell how much this meant to him.

The Code of Ethics says that as a DSP I should Interact with the people I support in a manner that is respectful to them. I feel that this work sample demonstrated the Code of Ethics because it is respectful. Everyone wants to be called by the correct name, and calling a man who is in his 60's, Dude was not being respectful to him. I wanted him to know that I respected him enough to take the time to learn his name.



Core Competency Badge Evaluation Process

- ☐ Does the testimonial demonstrate the skill statement associated with the badge?
- ☐ Does the testimonial address the first prompt for this badge?
- ☐ Does the testimonial address the second prompt for this badge?
- ☐ Is the work described in the testimonial in line with the NADSP Code of Ethics (including the tenet on Confidentiality)?



Certification Levels through the E-Badge Academy



To earn the DSP-I badge, you must meet the following criteria:

- 15 total badges which must include:
 - The Code of Ethics Commitment badge
 - The 50 hours of accredited education badge
 - At least one Core Competency badge from..
 - Crisis Prevention and Intervention
 - Safety
 - Person-Centered Practices
 - Health and Wellness

Certification Levels through the E-Badge Academy

To earn the DSP-II badge, you must meet the following criteria:



- 30 total badges which must include:
 - The DSP-I badge
 - The 100 hours of accredited education badge
 - At least one Core Competency badge from..
 - Evaluation and Observation
 - Communication
 - Professionalism and Ethics
 - Community Inclusion and Networking

Certification Levels through the E-Badge Academy



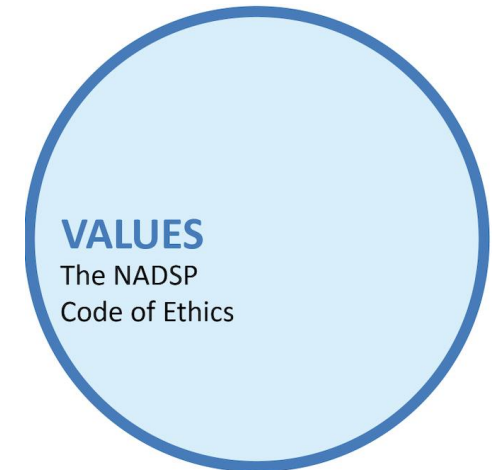
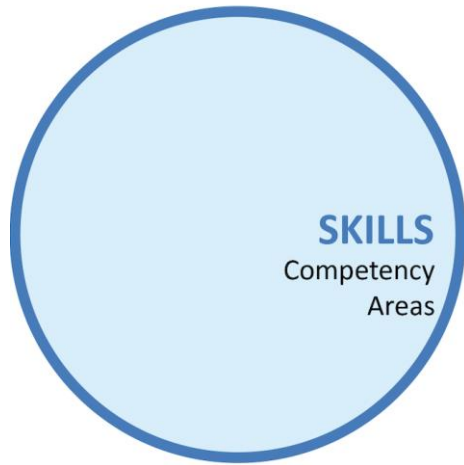
To earn the DSP-III badge, you must meet the following criteria:

- 50 total badges which must include:
 - The DSP-II badge
 - At least one Core Competency badge from..
 - Empowerment and Advocacy
 - Community Living Skills and Supports
 - Education, Training and Self-Development
 - Cultural Competence

Pennsylvania and the E-Badge Academy

As of January 1, 2023, there are currently 30 Pennsylvania provider agencies using the NADSP's E-Badge Academy.

CMS Core Competency Area	total badges
Communication	262
Person-Centered Practices	635
Evaluation and Observation	222
Crisis Prevention and Intervention	426
Safety	517
Professionalism and Ethics	295
Empowerment and Advocacy	219
Health and Wellness	495
Community Living Skills and Supports	232
Community Inclusion and Networking	266
Cultural Competency	160
Education, Training and Self-Development	203
Total DSP Core Competency Badges	3932



Pennsylvania and the E-Badge Academy

As of January 1, 2023

Pennsylvania Certifications		
	Currently at level	Have reached level
DSP-I	64	138
DSP-II	34	74
DSP-III	40	40
FLS	4	4
	Total Certificates	256

Training Hours	Badges Issued	Simple Minimum Hours	accounted
DSP Accredited Education (10 hours)	198	1980	
DSP Accredited Education (25 hours)	171	4275	
DSP Accredited Education (50 hours)	166	8300	4250
DSP Accredited Education (75 hours)	84	6300	
DSP Accredited Education (100 hours)	81	8100	8100
		Rough Minimum Hours of Training	12350

E-Badge Academy Earners of the Month: Nicole Swartz



NADSP E-Badge Earner of the Month: Nicole Swartz

by Nicole Dama | Dec 12, 2022 | News



Why is this competency so important to DSPs?

Documentation is a crucial part of our role as DSPs. Not only is it needed to meet agency guidelines and procedures, but it represents the individuals we support. It gives them a voice that can be used communicate with staff/their team and their families. It can help to solve problems, bring light to patterns and advocate for change.

Describe the story you shared in carrying out that competency:

The individual supported experienced a conflict with someone with whom she lives. During the documentation of this conflict, I involved her. She led the way in which the situation was written, her specific input and quotes were used to paint a picture that was accurate as to how she experienced the event and she was given control over how the event was portrayed to other staff.

How has NADSP E-Badge Academy affected your professional image?

NADSP E-Badge Academy has helped to refine my outlook in my career by showing me that every moment is an opportunity to live by and work by the Code of Ethics. I am more intentional in my work and find myself filtering everything through the principles and ethics this program is so committed to. This program has also given me confidence in the work which I have already completed and the supports that I have been giving up until my enrollment.

I feel more skilled and equipped in my job as a DSP. With each badge, I am encouraged in skills that I have and made aware of skills that I can continue to improve upon.

E-Badge Academy Earners of the Month: Anthony Munang



NADSP E-Badge Earner of the Month: Anthony Munang

by NADSP STAFF | Jan 13, 2022 | News



Describe the story you shared in carrying out that competency:

My testimony was centered around how I think is imperative for us to be mindful of how we communicate with people in the LGBTQ+ community. Coming from a different background, I found it refreshing to learn how other people wanted to be referred to and I respected their choices and communicated with them however way they chose. Also, when the person I supported struggled with the same issue, I made it a point to get him the help he needed to enable him to communicate better respectfully.

How does NADSP E-Badge Academy benefit the people you support?

It is our duty and responsibility to constantly educate ourselves and by doing so, we can provide better support every day. These badges are opportunities for staff to learn and sharpen their skills to be able to better provide care daily. There is an abundance of knowledge in these trainings. Being better DSPs through these initiatives positively makes us better at carrying out our tasks. They also enable us to learn how to empathize with the people we serve and that subsequently makes performing our duties a little easier.

E-Badge Academy Earners of the Month: Ronielyn C. Rosal



NADSP E-Badge Earner of the Month: Ronielyn C. Rosal

by Nicole Dama | May 5, 2022 | News



Describe the story you shared in carrying out that competency:

The story I shared was about helping the person I support communicate through his communication device. Since the device was new to us I sought for ways to learn through research and connected with the family and the speech therapist so I can learn to navigate the device. Through determination, I was able to learn it and teach the person I support communicating with it.

How does the NADSP E-Badge Academy benefit your agency?

NADSP E-Badge Academy is beneficial to our agency because it is an important support mechanism for us Direct Support Professionals (DSPs) to learn standard competencies, skills and values that will enable us to offer effective services to the people we support. It educates us DSPs to validate our actions and response to such unique experiences with the people we support daily. As such, productivity, quality and competitiveness of the DSPs are ensured, and maintaining and raising the standards of my agency in terms of achieving its mission-vision, core values and goals are also guaranteed.

E-Badge Academy Earners of the Month: Steven Valentine



NADSP E-Badge Earner of the Month: Steven Valentine

by Nicole Dama | Nov 10, 2022 | News



Describe the story you shared in carrying out that competency:

The person-supported required aid in losing weight to improve his health. As a team, we kept track of calories consumed, calories burned through exercise, and daily weight. The data collected was honest and helped us work as a team to accomplish the goal of improving the person's health.

Why is this competency so important to DSPs?

Data collection is one of the main roles of a DSP. We are the eyes and ears of the team. Accurate data collection tells the story of how DSPs care for the person supported.

"Accurate and consistent data collection and reporting are critical to support a person with intellectual disability and autism in a myriad of ways. Commitment to helping someone improve their health can have a long-term impact and lead to better outcomes. Steven is one of many InVision DSPs who are also committed to improving their knowledge base, which translates into better quality supports. The NADSP E-Badge Academy continues to be an important tool for us to develop the skills of our DSPs. I congratulate Steven on his Data Collection badge and being acknowledged as the NADSP E-Badge Earner for the month of November." – Debra Hyatt-Burkhart, Chief Operating Officer, InVision Human Services

Join us to elevate the status of Direct Support Professionals.

www.nadsp.org/membership

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- Access to Frontline Initiative newsletters
- E-Blasts about NADSP news and updates
- Feature your commitment to DSPs